



Sample Three-Year Implementation Plan for Building Leaders

This chart helps school district and building leaders successfully implement Educator Effectiveness (EE) over a three-year period for mandated educators.

- Notes:
1. This chart assumes districts conduct Effectiveness Cycles in accordance with the minimums established in statute. Districts may choose to formally evaluate educators more frequently than this chart indicates (for instance, districts may decide to evaluate new teachers each year in their first three years.)
 2. Non-mandated educators are not included on this chart. Districts should follow local protocols for evaluating non-mandated educators. For more information on identifying educators mandated to be included, please refer to the [DPI Decision Making Flowchart](#)
 3. Educators may gather, analyze, and store evidence of practices during supporting years that informs the evaluation process during the Summary year.
 4. Evaluators will conduct a minimum of one (1) announced observation during the Summary year, although peers may conduct formative observations during supporting years to facilitate ongoing professional development. Three to five (3-5) mini-observations can be spread out between Supporting and Summary years, as long as at least two (2) mini-observations are conducted during the Summary year.
 5. An educator will still complete an EEP that contains one (1) SLO and one (1) PPG annually.
 6. Each educator will self-score his or her SLO at the end of the year (or interval, if SLO process is shorter than a full school year).

Abbreviations:
EE: Educator Effectiveness
EEP: Educator Effectiveness Plan
PPG: Professional Performance Goal
SLO: Student/School Learning Outcome Goal
SY: School Year

For more information about Wisconsin’s Educator Effectiveness System, please visit the website at: ee.dpi.wi.gov

Revised June 2014

		2014-15 School Year	2015-16 School Year	2016-17 School Year	2017-18 School Year
		One complete three-year cycle			Next cycle begins...
Approximately 1/3 of the Mandated Educators	Summary Year	Who: <ul style="list-style-type: none">All 2014-15 new-to-the-district mandated educatorsAll mandated veteran educators who are scheduled to be evaluated during the 2014-15 SYVolunteer teacher leaders who are willing to go through the Effectiveness Cycle and model for/mentor others Educators in this group will: <ul style="list-style-type: none">Create an EEP that contains a minimum of one (1) SLO and one (1) PPG.Participate in a minimum of one (1) announced observation and between three and five (3-5) mini-observations to gather evidence for components in Domains 2 and 3.Gather, analyze, and submit evidence of practice in support of components in Domains 1 and 4.Complete their Effectiveness Cycle by the end of the school year.	Who: <ul style="list-style-type: none">Mandated veteran educators who are scheduled to be evaluated during the 2017-18 SY Educators in this group will: <ul style="list-style-type: none">Start their new Effectiveness Cycle this year.Serve as mentors and/or provide support to the educators in the 2015-16 Summary year group.Create an EEP that contains a minimum of one (1) SLO and one (1) PPG.May participate in peer observations and coaching for components in Domains 2 and 3.May participate in mini-observations by the evaluator which add to the body of evidence for components in Domains 2 and 3 for the Summary year.Gather and analyze evidence of practice in support of components in Domains 1 and 4, which can be submitted at any time during the Effectiveness Cycle.	Who: <ul style="list-style-type: none">Mandated veteran educators who are scheduled to be evaluated during the 2017-18 SY Educators in this group will: <ul style="list-style-type: none">Continue work on their Effectiveness Cycle this year.Serve as mentors and/or provide support to the educators in the 2016-17 Summary year group.Create an EEP that contains a minimum of one (1) SLO and one (1) PPG.May participate in peer observations and coaching for components in Domains 2 and 3.May participate in mini-observations by the evaluator which add to the body of evidence for components in Domains 2 and 3 for the Summary year.Gather and analyze evidence of practice in support of components in Domains 1 and 4, which can be submitted at any time during the Effectiveness Cycle.	Who: <ul style="list-style-type: none">All 2017-18 new-to-the-district mandated educatorsMandated veteran educators who are scheduled to be evaluated during the 2017-18 SY Educators in this group will: <ul style="list-style-type: none">Create an EEP that contains a minimum of one (1) SLO and one (1) PPG. New staff members present evidence from minimum of one (1) SLO goal (current year). Veteran staff members present evidence from multiple SLOs.Participate in a minimum of one (1) announced observation and between three and five (3-5) mini-observations to gather evidence for components in Domains 2 and 3.Gather, analyze, and submit evidence of practice in support of components in Domains 1 and 4.Complete their Effectiveness Cycle by the end of the school year.
	Supporting Year	Who: <ul style="list-style-type: none">Mandated veteran educators who are scheduled to be evaluated during the 2015-16 SY who are not already part of the 2014-15 Summary year group Educators in this group will: <ul style="list-style-type: none">Start their Effectiveness Cycle this year.Create an EEP that contains a minimum of one (1) SLO and one (1) PPG.May participate in peer observations and coaching for components in Domains 2 and 3.May participate in mini-observations by the evaluator which add to the body of evidence for components in Domains 2 and 3 for the Summary year.Gather and analyze evidence of practice in support of components in Domains 1 and 4, which can be submitted at any time during the Effectiveness Cycle.	Who: <ul style="list-style-type: none">All 2015-16 new-to-the-district mandated educatorsAll mandated veteran educators who are scheduled to be evaluated during the 2015-16 SYVolunteer teacher leaders who are willing to go through the Effectiveness Cycle and model for/mentor others Educators in this group will: <ul style="list-style-type: none">Create an EEP that contains a minimum of one (1) SLO and one (1) PPG. New staff members present evidence from minimum of one (1) SLO goal (current year). Veteran staff members present evidence from multiple SLOs.Participate in a minimum of one (1) announced observation and between three and five (3-5) mini-observations to gather evidence for components in Domains 2 and 3.Gather, analyze, and submit evidence of practice in support of components in Domains 1 and 4.Complete their Effectiveness Cycle by the end of the school year.	Who: <ul style="list-style-type: none">Veteran educators who are scheduled to be evaluated during the 2018-19 SY Educators in this group will: <ul style="list-style-type: none">Start their new Effectiveness Cycle this year.Serve as mentors and/or provide support to the educators in the 2016-17 Summary year group.Create an EEP that contains a minimum of one (1) SLO and one (1) PPG.May participate in peer observations and coaching for components in Domains 2 and 3.May participate in mini-observations by the evaluator which add to the body of evidence for components in Domains 2 and 3 for the Summary year.Gather and analyze evidence of practice in support of components in Domains 1 and 4, which can be submitted at any time during the Effectiveness Cycle.	Who: <ul style="list-style-type: none">Veteran educators who are scheduled to be evaluated during the 2018-19 SY Educators in this group will: <ul style="list-style-type: none">Continue work on their Effectiveness Cycle this year.Create an EEP that contains a minimum of one (1) SLO and one (1) PPG.May participate in peer observations and coaching for components in Domains 2 and 3.May participate in mini-observations by the evaluator which add to the body of evidence for components in Domains 2 and 3 for the Summary year.Gather and analyze evidence of practice in support of components in Domains 1 and 4, which can be submitted at any time during the Effectiveness Cycle.
Approximately 1/3 of the Mandated Educators	Supporting Year	Who: <ul style="list-style-type: none">Veteran educators who are scheduled to be evaluated during the 2016-17 SY who are not already part of the 2014-15 Summary year group Educators in this group will: <ul style="list-style-type: none">Start their Effectiveness Cycle this year.Create an EEP that contains a minimum of one (1) SLO and one (1) PPG.May participate in peer observations and coaching for components in Domains 2 and 3.May participate in mini-observations by the evaluator which add to the body of evidence for components in Domains 2 and 3 for the Summary year.Gather and analyze evidence of practice in support of components in Domains 1 and 4, which can be submitted at any time during the Effectiveness Cycle.	Who: <ul style="list-style-type: none">Veteran educators who are scheduled to be evaluated during the 2016-17 SY who are not already part of the 2015-16 Summary year group Educators in this group will: <ul style="list-style-type: none">Continue work on their Effectiveness Cycle this year.Create an EEP that contains a minimum of one (1) SLO and one (1) PPG.May participate in peer observations and coaching for components in Domains 2 and 3.May participate in mini-observations by the evaluator which add to the body of evidence for components in Domains 2 and 3 for the Summary year.Gather and analyze evidence of practice in support of components in Domains 1 and 4, which can be submitted at any time during the Effectiveness Cycle.	Who: <ul style="list-style-type: none">All 2016-17 new-to-the-district mandated educatorsAll mandated veteran educators who are scheduled to be evaluated during the 2016-17 SY Educators in this group will: <ul style="list-style-type: none">Create an EEP that contains a minimum of one (1) SLO and one (1) PPG. New staff members present evidence from minimum of one (1) SLO goal (current year). Veteran staff members present evidence from multiple SLOs.Participate in a minimum of one (1) announced observation and between three and five (3-5) mini-observations to gather evidence for components in Domains 2 and 3.Gather, analyze, and submit evidence of practice in support of components in Domains 1 and 4.Complete their Effectiveness Cycle by the end of the school year.	Who: <ul style="list-style-type: none">Veteran educators who are scheduled to be evaluated during the 2019-20 SY Educators in this group will: <ul style="list-style-type: none">Start their new Effectiveness Cycle this year.Create an EEP that contains a minimum of one (1) SLO and one (1) PPG.May participate in peer observations and coaching for components in Domains 2 and 3.May participate in mini-observations by the evaluator which add to the body of evidence for components in Domains 2 and 3 for the Summary year.Gather and analyze evidence of practice in support of components in Domains 1 and 4, which can be submitted at any time during the Effectiveness Cycle.
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